

## Fw: City of Laredo response for comment

Adam Andrzejewski <Adam@openthebooks.com>

Wed 8/12/2020 12:41 PM

To: Adam Andrzejewski <Adam@openthebooks.com>

From: Jose E. Baeza, Jr. <[jbaeza@ci.laredo.tx.us](mailto:jbaeza@ci.laredo.tx.us)>

Sent: Tuesday, August 11, 2020 4:17 PM

To: Adam Andrzejewski <[Adam@openthebooks.com](mailto:Adam@openthebooks.com)>

Subject: City of Laredo response for comment

Dear Adam,

My name is Joe E. Baeza, I am filling in as interim Public Information Officer for the City of Laredo.

We appreciate the opportunity to comment with regards to the article on Forbes Magazine. The city prepared a breakdown to better clarify the two mentioned city manager salaries which are the focus of your article. Please let me know if there are any questions we can follow up on. My contact information is at the bottom of the email. Appreciate it.

Respectfully, -Joe E. Baeza

Breakdown:

Mr. Horacio De Leon became permanent City Manager (transition from Acting position to permanent) on 8/7/17 with a base salary of \$259, 745.62. He received subsequent contract increases to his annual salary shown below:

9/5/17 - \$260,000

10/1/17 - \$265,524

10/1/18 - \$268,341.24 ending salary

Contained in his contract were various benefits with stipulations as to the amount that would be paid out upon termination of contract. Please see below for the amount paid out to him inclusive of his regular hours, holidays, annual leave bank, cell phone allowance, vehicle allowance, 457 Deferred Compensation Benefit, Lump Sum Vacation, Lump Sum Sick Leave and his Severance pay. *The \$880,486.48 was not the annual base salary, but the all-inclusive payout received upon his termination the one time.*

Description	Earnings
Regular Hours	\$ 76,319.77
Holidays	\$ 9,288.72
Annual Leave	\$ 4,128.32
Cell Phone Allowance	\$ 623.07
Vehicle Allowance	\$ 4,984.65
457 Employer Contribution	\$ 23,269.20
Lump Sum Vacation	\$ 106,334.08
Lump Sum Sick Leave	\$ 86,456.19
Severance Pay	\$ 569,082.48
<b>Total Earnings</b>	<b>\$ 880,486.48</b>

Regarding Mr. Jesus Olivares, he became permanent City Manager (transition from Acting position to permanent) on 3/24/15 with a base salary of \$242,002.32. He received subsequent contract increases shown below:

10/1/15 - \$251,970.41

10/1/16 - \$259,745.52 ending salary

As with Mr. De Leon, his contract stipulated the way in which benefits were to be paid out at termination of contract. Please see the below for the amount paid out to him inclusive of his regular hours, holidays, annual leave bank, cell phone allowance, vehicle allowance, 457 Deferred Compensation Benefit, Lump Sum Vacation, Lump Sum Sick Leave and his Severance pay. The \$651,867.56 was not the annual base salary, but the all-inclusive payout received upon his termination the one time.

Description	Earnings
Regular Hours	\$ 156,446.89
Holidays	\$ 8,991.18
Training	\$ 249.76
Annual Leave	
Cell Phone Allowance	\$ 784.56
Vehicle Allowance	\$ 3,923.09
457 Employer Contribution	\$ 11,076.90
Lump Sum Vacation	\$ 126,983.94
Lump Sum Sick Leave	\$ 65,388.82
Severance Pay	\$ 278,022.42
<b>Total Earnings</b>	<b>\$ 651,867.56</b>



**Inv. Joe E. Baeza**

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